



## Modern Slavery and Human Trafficking Statement

### Introduction

This is a voluntary statement made on behalf of 39 Essex Chambers. 39 Essex Chambers is committed to preventing acts of modern slavery and human trafficking from occurring with both its business and supply chain, and seeks to partner with suppliers, contractors and business partners that uphold the same standard.

39 Essex Chambers embraces a diverse and safe workplace environment in which equal opportunity and fairness are paramount.

### Organisational Structure and Supply Chain

39 Essex Chambers is a barristers' chambers comprised of barristers who provide professional legal services within the UK and worldwide.

The nature of our business means that our supply chains are relatively limited in number, and therefore the risk of modern slavery within the business is deemed to be low.

As a legal business, Chambers works to professional standards and complies with all laws, regulations and relevant rules. We ensure that all staff directly employed by 39 Essex Chambers do so at their own free-will and understand that they can cease their employment at any time under the terms of their employment contract. They are required to follow the Chambers policies and procedures. We abide by the Working Time Directive and staff have the opportunity to withdraw at any time. We run open and transparent recruitment processes.

We continue to work with our suppliers to identify any areas of risk and to ensure that all supplies comply with the Modern Slavery Act 2015 and any other law regarding slavery and human trafficking of the country / countries in which the materials are sourced. We have introduced a Supplier Code of Practice that covers slavery, human rights, equal opportunities, freedom of association, environment and wages.

### Training

All staff have had formal training on modern slavery. We have raised raising internal awareness, by internal communications, to enable our key staff to understand the requirements of the Modern Slavery Act and enable them to identify potential issues. Three senior managers are completing a refresher course Q1 2026.

This statement has been approved by the Management Board.